

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

HB 834 – SB 1029

March 1, 2017

SUMMARY OF BILL: Requires employers to make a reasonable accommodation for any pregnant employee upon request; authorizes the employer to require medical documentation concerning the reasonable accommodation; requires the employer to provide notice of a pregnant employee's right to a reasonable accommodation. Defines terms related to the bill.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- The Department of Human Resources (DOHR) verifies that state agencies are currently granting reasonable accommodations to pregnant employees.
- DOHR confirms that any additional requirements as a result of the bill can be executed within existing resources.
- The Department of Labor and Workforce Development (DLWD) may experience an increase in Wage Regulations Act investigations as a result of the provisions of the bill. However, it is reasonably estimated that the number of additional investigations will be not significant and can be accommodated within existing resources without an additional appropriation or a reduced reversion.
- Any other impacts resulting from the bill will occur between private parties.

IMPACT TO COMMERCE:

NOT SIGNIFICANT

Assumption:

- The provisions of the bill are not expected to significantly impact commerce or jobs in Tennessee.

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CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in dark ink that reads "Krista M. Lee". The signature is written in a cursive, flowing style.

Krista M. Lee, Executive Director

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